2021 Corporate Social Responsibility Report

Penn Cares

FOR OUR PEOPLE, OUR COMMUNITIES AND OUR PLANET

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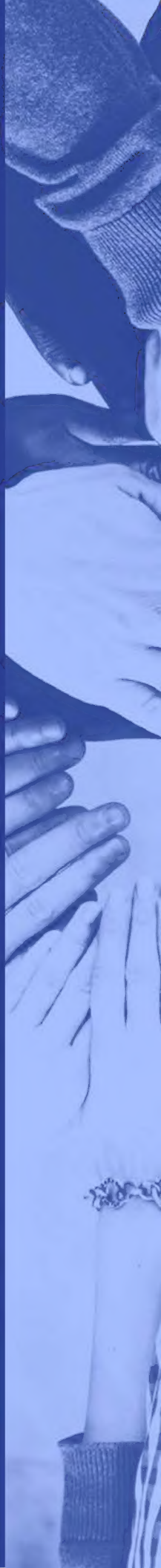
2021 Corporate Social Responsibility Report

PENN Cares for our People, our Communities and our Planet



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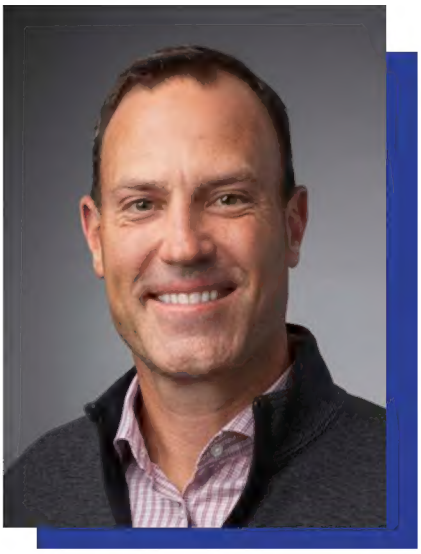
Year 2021

Corporate Social Responsibility Report Table of Contents

A message from our CEO and President	4 - 5
Welcome to Penn National Gaming	6 - 7
Penn Diversity Initiatives	8 - 15
Minority Procurement	16 - 17
Leadership Development	18 - 19
Measuring Progress	20 - 23
Supporting our Heroes	24 - 25
Being Part of the Penn Family	26 - 27
Investing in our Communities	28 - 35
Caring for our Guests	36 - 42
Responsible Racing	43
Caring for our Planet	44 - 47
Governance	48 - 49
Compliance	50 - 51

A message from our CEO and President



"Our core values are the foundation of the way we do business. They unite us under one set of shared beliefs. Most importantly, our values help us achieve our business objectives the right way—with integrity."

-- *Jay Snowden, CEO and President*

We are proud to present our 2021 Corporate Social Responsibility Report, which details the many ways Penn National Gaming is continuing to live up to our longstanding commitment to *Care for our People, our Communities and our Planet.*

Through the dedicated efforts of our Corporate, property and interactive leadership teams, our charitable Foundation and the Penn Diversity Committee, we launched a number of major new initiatives this year that will help to improve the lives of our team members, their families and those in need in our communities.

In addition, we're continuing to expand our responsible gaming and environmental protection efforts.

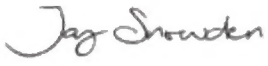
Some notable highlights you'll learn more about in this year's report include:

- We dedicated more than $4 million to fund a new Science, Technology, Engineering and Mathematics ("STEM") Scholarship Program in partnership with Historically Black Colleges and Universities ("HBCUs") in states where we operate.
- We committed $1 million to our annual Diversity Scholarship Program for the children of team members. In our inaugural year, we awarded 58 students $1,050,000 in scholarships. 57% are first-generation college students.
- We were honored by two prominent organizations for the gender diversity of our Board of Directors.
- Penn National was once again named an Employer of First Choice in the annual Bristol Associates-Spectrum Gaming's Executive Satisfaction Survey. And, Penn Interactive came in first place in the iGaming and mobile sports betting category.
- We created an Emerging Leader Program, focusing on hourly and early career team members wanting to grow into leadership positions at Penn.
- We launched the my**heroes** special rewards program for veterans, active duty and first responders and reached over 100,000 new enrollees in the program.
- We contributed more than $7 million to help fund COVID-19 and hurricane relief efforts, in addition to supporting worthwhile charities and civic organizations in the communities in which we operate -- a two-fold increase over 2019.
- We reduced annual Kwh consumption by 10%, equaling 45,000 tons of greenhouse gas elimination.

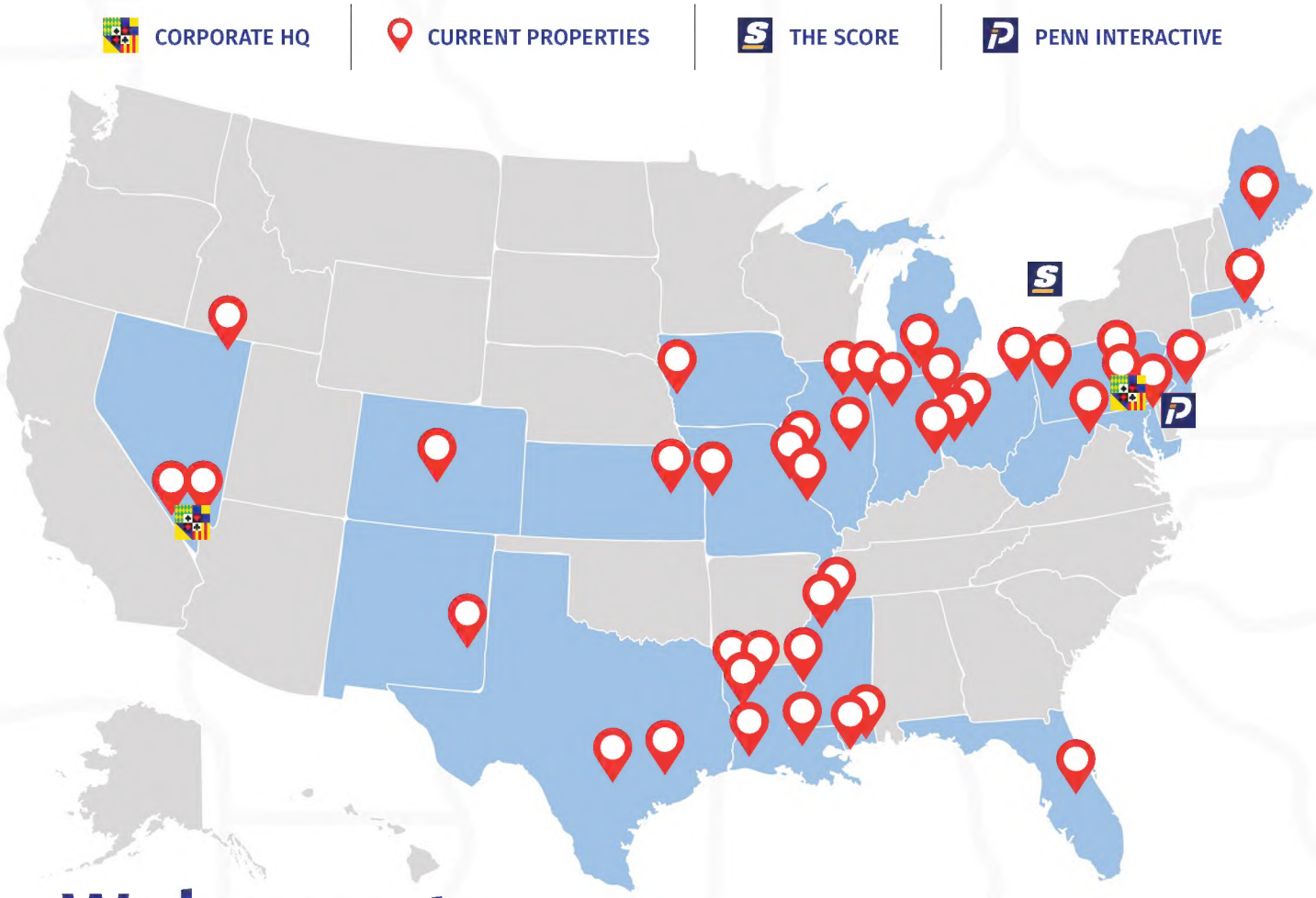
We recognize that today, perhaps more than ever, the investment community, our team members, community partners and valued guests have an expectation of Penn National Gaming in terms of our continuing to serve as a good corporate citizen. I can say unequivocally on behalf of myself, our Board of Directors and entire Management Team that we remain dedicated and will work tirelessly to live up to that standard.

Giving back to our team members, supporting and encouraging diversity, helping the underserved in our communities, promoting responsible gaming, and being responsible stewards of our finite natural resources are core values for all of us at Penn National Gaming.

Sincerely,



Jay Snowden
CEO and President



Welcome to Penn National Gaming

North America's leading provider of integrated entertainment, sports content and casino gaming experiences

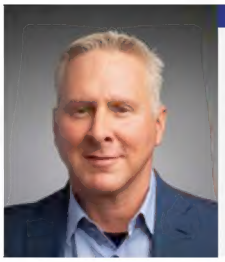
A member of the S&P 500®, Penn National (NASDAQ: PENN) operates 44 properties in 20 states, online sports betting in 13 jurisdictions and iCasino in five under a portfolio of well-recognized brands including Hollywood Casino, L'Auberge, Barstool Sportsbook and theScore Bet.

Penn's highly differentiated strategy, which is focused on organic cross-sell opportunities, is reinforced by its investments in owned technology, including a state-of-the-art media and betting platform and an in-house iCasino content studio. The Company's portfolio is further bolstered by its industry-leading my**choice®** customer loyalty program, which offers its over 25 million members a unique set of rewards and experiences across business channels.

Penn is deeply committed to fostering a culture that welcomes a diverse set of customers and dedicated team members. The Company has been consistently ranked in the top two as "Employer of First Choice" over the last nine years in the Bristol Associates-Spectrum Gaming's Executive Satisfaction Survey. In addition, as a long-standing good corporate citizen, Penn is also committed to being a trusted and valued member of its communities and a responsible steward of our finite natural resources.

ESG Committee Members

Penn National's Environmental, Social and Governance ("ESG") Committee, which reports directly to our CEO and President Jay Snowden and our Nominating and Corporate Governance Committee and the Board of Directors, is comprised of:

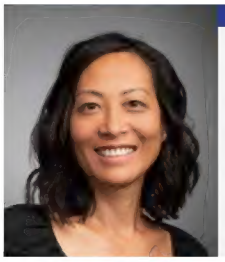


Todd George

Position: Executive Vice President of Operations

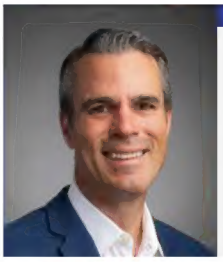
Felicia Hendrix

Position: Executive Vice President and Chief Financial Officer



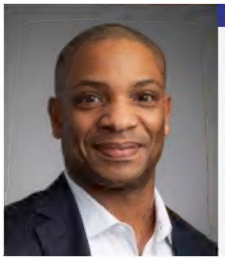
Harper Ko

Position: Executive Vice President, Chief Legal Officer and Secretary



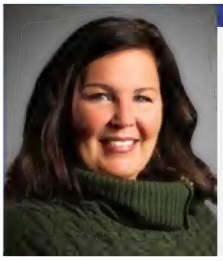
Eric Schippers

Position: Senior Vice President, Public Affairs and Chairman of the Penn National Gaming Foundation



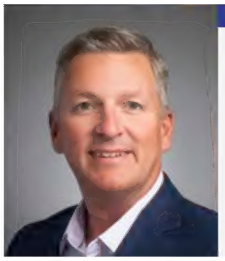
Justin Carter

Position: Senior Vice President of Regional Operations and Chairman of the Penn Diversity Committee



Wendy Hamilton

Position: Senior Vice President and Chief Human Resources Officer



Richard Primus

Position: Senior Vice President and Chief Information Officer

PENN DIVERSITY

Caring for our People and our Communities

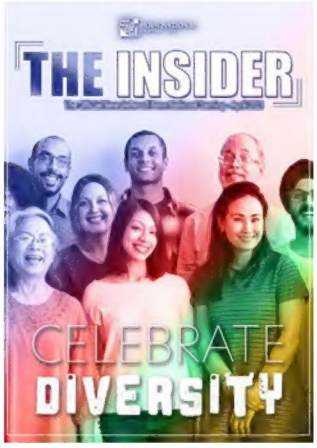
"I could not be more honored and humbled to chair the Company's Diversity Committee. The committee is a testament to Penn's commitment to create a culture where every team member, regardless of their differences, can truly be themselves and belong."

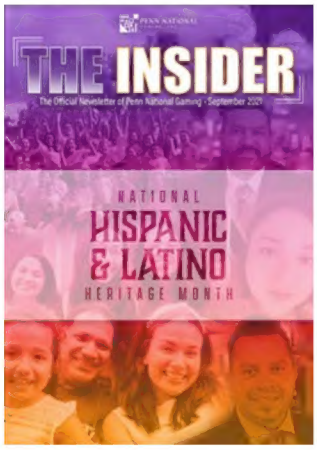
-- *Justin Carter, Senior Vice President of Regional Operations and Chairman of the Penn Diversity Committee*

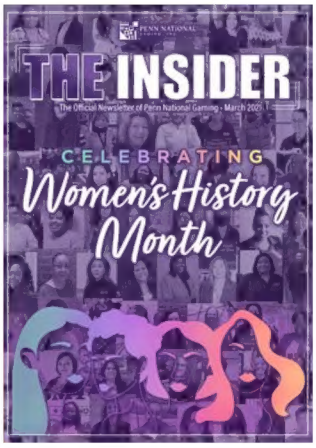
The Penn Diversity Committee was born out of one of the most challenging times in our nation's history in 2020 as the world grappled with an outpouring of racial and social anguish. The mission of the Penn Diversity Committee is to put the Company's longstanding stance on diversity, equity and inclusion into action.

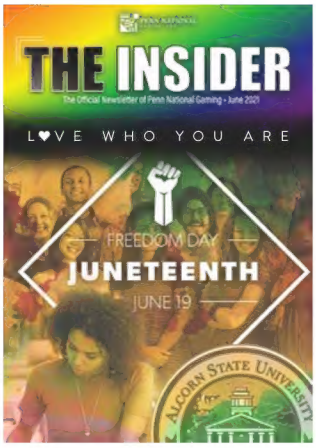
The committee, which reports directly to our CEO and President Jay Snowden, is chaired by Justin Carter, SVP of Regional Operations, and is comprised of a diverse group of team members throughout the organization and at every level. The Diversity Committee is a step in ensuring the Company has mechanisms in place to listen to and learn from team members about important ongoing social justice issues.

We will continue to chart a course of action by listening, learning and engaging throughout all levels of our organization and our communities. We are dedicated to being an employer where all team members can succeed and grow by fostering an environment of respect, empathy, and equal opportunity.









Covers of our internal company newsletter, The Insider, which helped to shine a spotlight on our diversity efforts throughout the year

Penn Diversity Priorities

The 2021 Penn Diversity goals were segmented into the following five categories. The Diversity Committee was then split into a series of sub-committees, which engaged a broader audience of subject matter experts both inside and outside of Penn to assist in achieving our goals.

Scholarship

Create and launch diversity scholarship funds to support children of team members and STEM-focused education at Historically Black Colleges and Universities ("HBCUs") in our host communities.

Recruitment

Enhance our ability to attract and hire diverse talent into the organization. Track adherence to our minority interview initiative, "The Penn Way," for executive roles at Penn (100% of open executive roles in 2021 included either female or ethnically diverse candidates).

Leadership Development

Create initiatives and programs that will foster leadership readiness throughout the organization, with particular focus on increasing opportunities for diverse candidates.

Procurement

Increase diversity spend and the number of minority business networking events throughout the Company.

Community / Company Engagement

Support organizations in our communities that promote equality and justice. Ensure our company communications, assets and images reflect the diverse base of our team members and the communities in which we operate.

The Penn Diversity Committee is proud of the steps we have made in 2021 and the exposure we have garnered for the diverse company we are. We are excited for an impactful and amazing continuation to our journey in 2022 and beyond.

Scholarship Fund

- 57% first-generation college students
- 58 total scholarships in 2021
- 36 of 44 properties submitted applications

HBCU Partnerships

Dedicated more than $4 million to fund a new Science, Technology, Engineering and Mathematics ("STEM") Scholarship Program in partnership with HBCUs in states where we operate.

Listen & Learn

- First annual "Days of Listening"
- Company-wide participation
- Countless "Aha!" moments for leaders
- Overwhelmingly positive feedback

Celebrate Diversity

Penn Diversity Calendar

- African American History Month
- International Women's Day
- Pride Month
- Chinese New Year
- Hispanic American Heritage Month
- All-in Diversity Project #opendoors campaign lead sponsor

Scholarship Winners

We support our team members by creating opportunity from within. That's why we have committed $1 million annually to help fund scholarships for the children of our team members.

In the news

WILBERFORCE UNIVERSITY

ABOUT ADMISSIONS FINANCIAL AID ACADEMICS STUDENT LIFE WU SERVICES ATHLETICS NEWS & EVENTS DONATE NOW APPLY NOW

WU Partners with Penn National Gaming

Home / Wu Partners with Penn National Gaming

Wilberforce University | Excellence. Innovation. Kindness.

Search

Wilberforce University Connects with Penn National Gaming

Wilberforce, OH (November 18, 2021) Students from the nation's first, private historically Black university colleg
(HBCU) will soon benefit from a new science, technology, engineering, and math (STEM) progr
Penn National Gaming, Inc. The casino company announced that it has launch
HBCUs in states in which it operates and Ohio is one.

Over the next five years, Penn National wil
an internship opportunity
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Men's and Women's
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November 19, 2021

Penn National Gaming Dedicates over $4 Million to STEM Scholarship Program with Historically Black Colleges and Universities

Home › About › News › 2021 › Penn National Gaming Dedicates over $4 Million to STEM Scholarship Program with Historically Black Colleges

2021

Media Center

2021 News Stories

2020 News Stories

2019

Bowie State University among First to Receive Scholarships and Internships for Students

GAMBLING INSIDER

GI Friday GI Magazine Trafficology GI Huddle Gaming America Global Gaming Awards

NEWS Industry 18 Nov 2021

Penn National Gaming doubles down on diversity efforts with new STEM scholarship program

16 Shares

By Dominic Marius-Markham

Pennsylvania-based casino and racetrack operator Penn National Gaming has partnered with several historically black colleges and universities (HBCUs) to launch a new science, technology, engineering and maths (STEM) scholarship program.

Over five years, the company will earmark more than $4m in funding f
scholarship and internship opportunities, with a focus on driving diver
in STEM fields. Three HBCUs are set to inaugurate this program: Norfo
State University in Virginia, Bowie State University in Maryland and
Wilberforce University in Ohio.

This latest commitment builds on Penn National's

Love Who You Are

The More We Talk
The More We Understand!

Allyship is ...

A practice of unlearning and relearning, and is a life-long process of building relationships based on trust, consistency and accountability. Being an ally demonstrates that you want to help change the world for our LGBTQ+ community even if you are not necessarily part of a particular group.

BE KIND

Be courteous, patient, and caring with people. Smiling and asking about someone's day can go a long way when someone is used to facing harassment.

Listen to how you can provide support and be an ally.

Being an ally means ...

1) Support the LGBTQ+ community.
2) Stand up, even when it's hard
3) Show that you care
4) Listen to those in need
5) Show your solidarity

Educate Yourself

Use social media, blogs, websites, and books to educate yourself on basic terms / issues facing our LGBTQ+ community.

Sorry! APOLOGIZE WHEN YOU MAKE A MISTAKE

Everyone makes mistakes and that is okay! If and when someone points out your mistakes, apologize, and move on. It isn't always about your intent, but about the impact.

ALLY IS A VERB

Being an ally is about making change with and for our LGBTQ+community.

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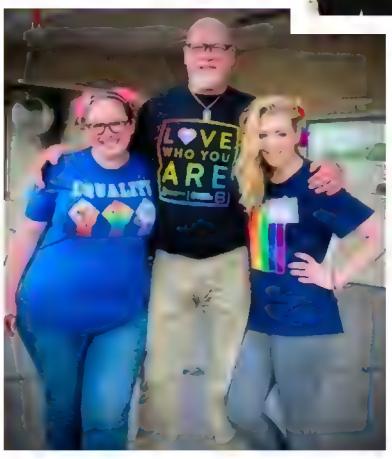
LOVE WHO YOU ARE

Community Engagement

Penn National and its properties are proud to partner with organizations in our communities that promote equality and justice. Throughout the year, we hosted several Pride events, Martin Luther King, Jr. prayer breakfasts and donated conference space and participated in numerous NAACP, Urban League and Asian and Latino Development Council meetings nationwide. We also provided financial support and our team members donated their time and energy to organizations such as:

- Asian Pacific American Society
- African American and Hispanic Chambers of Commerce
- Numerous Jewish Community Centers and Federations
- Community LGBTQ+ centers
- Black United Fund
- Albright College for Racial Healing and Curriculum



Minority Procurement

Our Diversity Committee continues to lead a corporate-wide Supplier Diversity Initiative to coordinate efforts across all properties to develop new opportunities for diverse businesses, regardless of jurisdictional requirements. This initial effort resulted in our more than doubling our diversity spend with businesses owned by minorities, women, disabled individuals and veterans. In 2021, we enhanced our efforts through a membership in the National Minority Supplier Development Council ("NMSDC"). Our head of procurement, Drew Misher, serves on its Corporate Advisory Board, and we were honored to be a top sponsor of their annual national vendor fair. With the help of NMSDC, we were able to increase our diversity spend from $52 million in 2020 to $68 million in 2021.

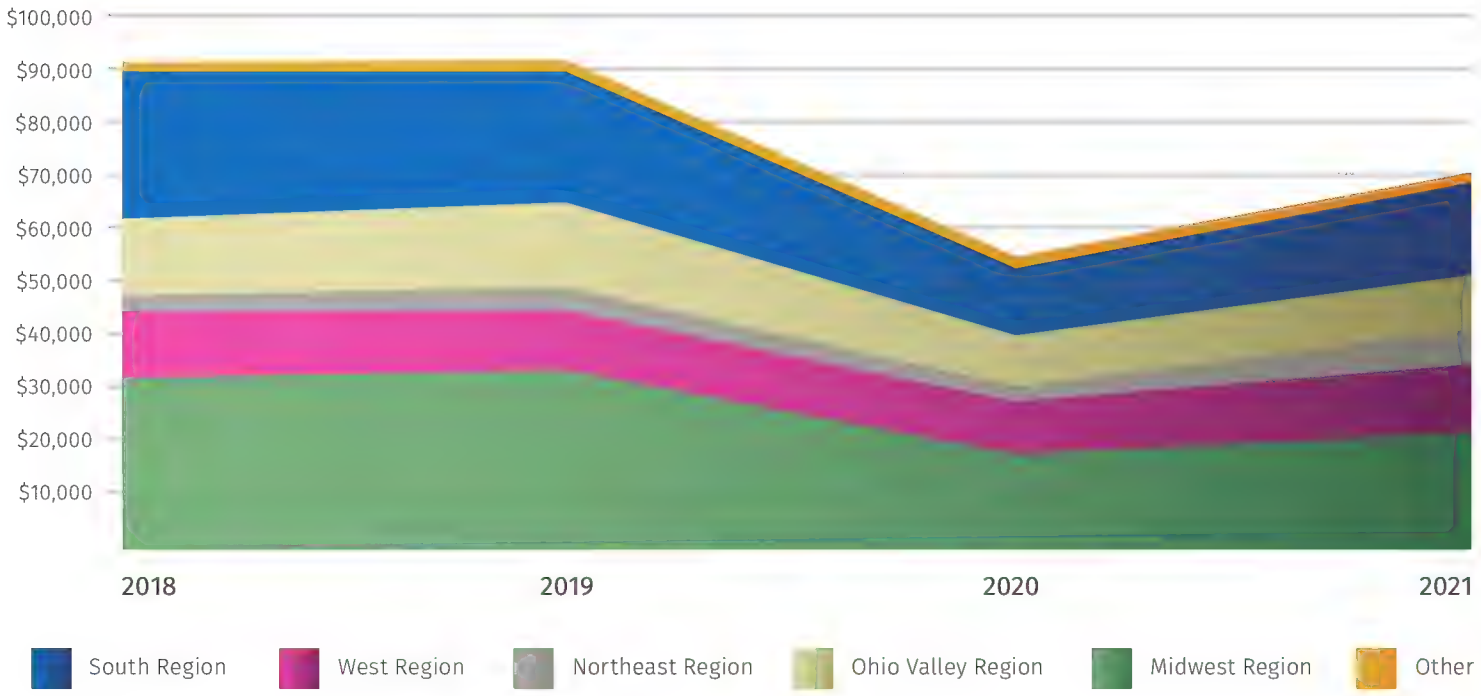
Despite the challenges of COVID-19 and restrictions on gatherings, we maintained our commitment to increasing the number of minority business networking events we host each year. In 2021, we launched our first virtual regional minority vendor fair in Illinois. This event touched several vendors and will serve as a template for how we will launch similar virtual and in-person events company-wide. As part of our ongoing commitment to the growth of these minority-owned businesses, we also launched a pilot for the Penn Minority Business Incubator. This program will not only identify potential new minority suppliers but assist them in growing their businesses.

- Since 2018, Penn National Gaming has spent $244M with diverse suppliers.
- For the last 13 quarters, our properties have consistently spent more than 15% of their qualified spend with diverse suppliers.
- In 2021, the Corporate Procurement team established processes to ensure that diverse suppliers are considered in all bids and sourcing opportunities.

This year we proudly signed a $1 million national distribution partnership with Eye Twenty West Supply Company, a female, minority-owned company based in Shreveport, Louisiana. They will be providing TITO ticket paper to all Penn properties across the country.

Company-Wide Diverse Spend*

(in thousands)



2021 Diverse Spend

(as % of Diversity Qualified Spend**)

- **20%** – Property
- **13%** – Other***
- **WBE** – 5.9%
- **MBE** – 3%
- **WMBE** – 1.5%

In 2021, all Operating Regions increased their diverse spend in both dollar amount and as a percentage of qualified spend.

* Diverse Spend is all spend associated with suppliers that provide a good or service that the American Gaming Association (AGA) determines to be non-excluded (see below) and is designated as a Minority Business Enterprise (MBE), Women Business Enterprise (WBE), Veteran Business Enterprise (VBE) or a Disadvantaged Business Enterprise (DBE) in at least one of our jurisdictions.

** Diverse Qualified Spend is the total spend in goods and services minus "Exclusion Spend", which is defined by the AGA as having a monopoly in a market or industry, is government-regulated and/or is not a biddable option for the gaming industry.

*** Other includes our corporate offices, interactive segment and other operating subsidiaries or business units.

Leadership Development

Penn National Gaming is a proud member of Global Gaming Women ("GGW"), which supports, inspires and influences the development of women in the gaming industry. Over the past five years, we have contributed over $100K to support the Global Gaming Women Charitable Education Fund. Additionally, our relationship with GGW has provided membership opportunities to 20 female team members, leadership conference participation for female executive leaders, 28 attendees at bi-monthly Virtual Master Class webinar training, and Lean In Circle participation for 17 female team members. Additionally, Kate White, the Company's VP of Business Intelligence and IT Project Management, was honored as the Patricia Becker Pay It Forward award recipient in 2021. The award is given to women who have committed to the development and advancement of women, GGW and their community. In 2020, when GGW was struggling to determine how to produce and offer classes and member support during the pandemic, Kate led the IT evaluation to establish new technology options to offer the ongoing GGW programs. She assisted in streamlining some of the operational efficiencies of the organization and created analytics around GGW members and programming to share the value of the organization with others.

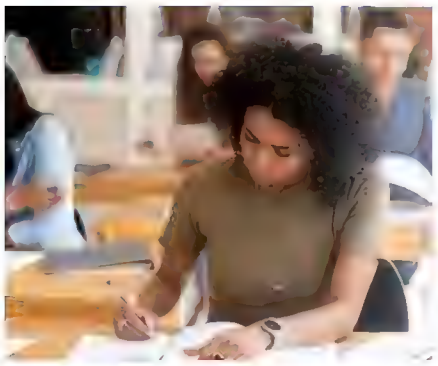
WLP WOMEN LEADING AT PENN

Penn National is committed to supporting the well-being and professional development of all our team members, including tuition reimbursement and other certification programs, with a particular focus on minority and female leadership development. For example, our Women Leading at Penn ("WLP") program continued to grow in its fourth year of operations. The goal of WLP is to network, inspire and encourage women to pursue leadership roles and to have female executives champion growth and development at the property, corporate and interactive levels. As a result, women held 34% of the leadership positions at the Company in 2019 and we've seen continued growth since then. Today, our Corporate Senior Management Team is 35% female and our Executive Team is 37.5% female.

Penn's Emerging Leader Program ("ELP") is designed to equip frontline team members with fundamental leadership skills. The program has an emphasis on attracting team members from diverse populations to encourage and position them for supervisory roles within the Company. This program is the top of our internal funnel when it comes to creating a path for diversity in leadership roles.
The Emerging Leader Pilot Program Kick Off was held on December 6 at Ameristar Casino Hotel Vicksburg (MS). Its team members are comprised of a diverse group of individuals from all areas of the business, including Surveillance, Finance, Marketing, Casino Operations and many more.

ELP EMERGING LEADER PROGRAM

Tuition Reimbursement Program



Penn recognizes the importance of educational development for its team members and encourages them to increase their knowledge and skill through programs that benefit both the Company and themselves. In 2021, Penn provided $260,000 in tuition reimbursement company-wide to its team members.

Undergraduate Courses		Graduate Courses	
Full-time	Part-time	Full-time	Part-time
$2,500	$1,250	$5,000	$2,500

Penn is also committed to helping its team members struggling with student debt. Nationwide, 40-50% of students have student loans. Through our Loan Relief Benefit program, team members can work with a Fiducius Advisor to receive a free, personalized Student Loan Financial Wellness Plan.

LEAP Program

The Leadership Excellence at Penn National Gaming ("LEAP") Program, provides hands-on training, mentoring, and real-world experience to new or recent college graduates who are interested in building a long-term career in the gaming and entertainment industry. Notably, in 2021, 20% of our LEAP interns attended HBCUs.

Internship

Phase 1

Measuring Progress

The Diversity Committee worked tirelessly in 2021 to build a solid foundation of tangible programs, practices and cultural norms that reflect our Company's rich culture and commitment to Diversity, Equity and Inclusion ("DEI").

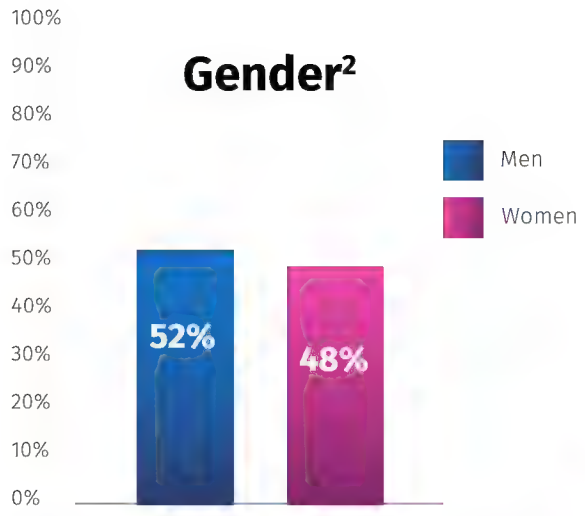
Key Indicator	Activity / Project	Data / Outcome
01. Scholarship Fund	Create a Diversity Scholarship Fund for children of Penn team members	• $1M annual Diversity Scholarship Fund launched, which includes personal donations from members of Penn's Board of Directors • 155 applications • 58 scholarships issued
02. Diversity Recruitment	Increase engagement with HBCUs around the country	• HBCU participation in LEAP grew from 1 to 15 in '21 • $4M commitment to 5-year HBCU endowments • Crafting Penn-specific curriculums with partner HBCUs
03. Leadership Development	Create programs that prepare diverse team members for career advancement	• Emerging Leader Program was created • Pilot program launched in Q4 '21 • Company-wide mentorship & cohort program created ('22 launch)
04. Procurement	Increase minority business networking events	• Hosted regional minority networking events in Chicagoland and Missouri • Created a company template for virtual minority networking events • Sponsored the NMSDC convention
05. Company Engagement	Foster a company of inclusion by acknowledging our diverse team makeup	• Penn diversity calendar was created • Property toolkits created • Social media campaigns recognizing Penn diversity created • "Days of Listening," where all Penn team members could discuss DEI issues in an open and honest way was created

Company-Wide Stats

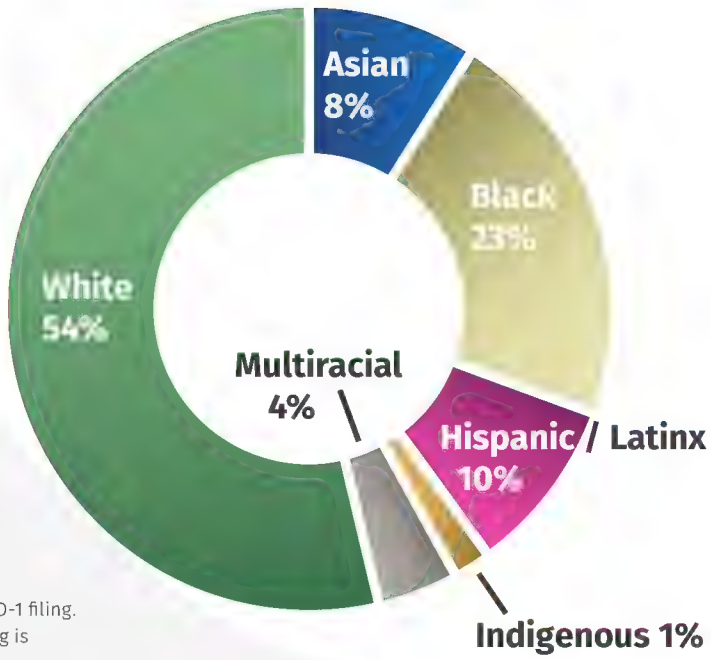
We continue to make progress with gender and ethnic diversity in our workforce. We have installed the systems and process into our recruiting and retention platforms to attract and retain diverse talent.

2020 Data[1]

Gender[2]



Race & Ethnicity



1. Data as provided in PENN's most recent Federal Employer Information Report EEO-1 filing. While PENN does not use this report to measure its progress, the Company's filing is publicly-available on its website.
2. The data provided utilizes the traditional gender categories of male and female to align with U.S. Federal government reporting requirements. The Company respects that gender identification is not binary.

Board of Directors

Penn National's Board of Directors is composed of highly-experienced individuals with extensive backgrounds as entrepreneurs, operational and financial experts, investors, advisors, and public and nonprofit board members. Our Board has taken a thoughtful approach to board composition to ensure that our directors have backgrounds that collectively add significant value to the strategic decisions made by the Company and that enable them to provide oversight of management to ensure accountability to our shareholders. In addition, we have worked hard to strike the right balance between long-term understanding of our business and fresh external perspectives, adding four new directors in the past five years, as well as to ensure diversity of backgrounds and perspectives within the boardroom.

David A. Handler (joined board in 1994)
Chairman of the Board, Partner - Centerview Partners

Vimla Black-Gupta (joined board in 2021)
President - Ourself

John M. Jacquemin (joined board in 1995)
President - Mooring Financial Corporation

Marla Kaplowitz (joined board in 2020)
President and Chief Executive Officer - 4A's (American Association of Advertising Agencies)

Ronald J. Naples (joined board in 2013)
Former Chief Executive Officer - Quaker Chemical Corp.

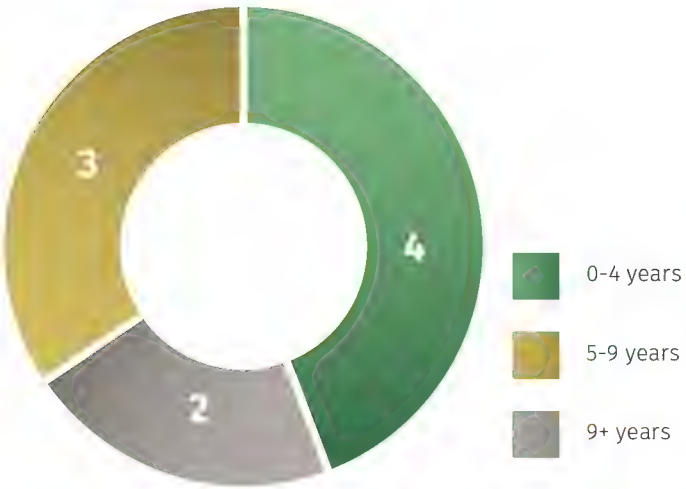
Saul Reibstein (joined board in 2018)
Former Executive Vice President, Chief Financial Officer and Treasurer - Penn National Gaming, Inc.

Jane Scaccetti (joined board in 2015)
Former Chief Executive Officer - Drucker & Scaccetti, P.C.

Barbara Shattuck Kohn (joined board in 2004)
Former Principal - Hammond, Hanlon & Camp LLC

Jay Snowden (joined board in 2019)
Chief Executive Officer and President - Penn National Gaming, Inc.

Director Tenure



Director Diversity

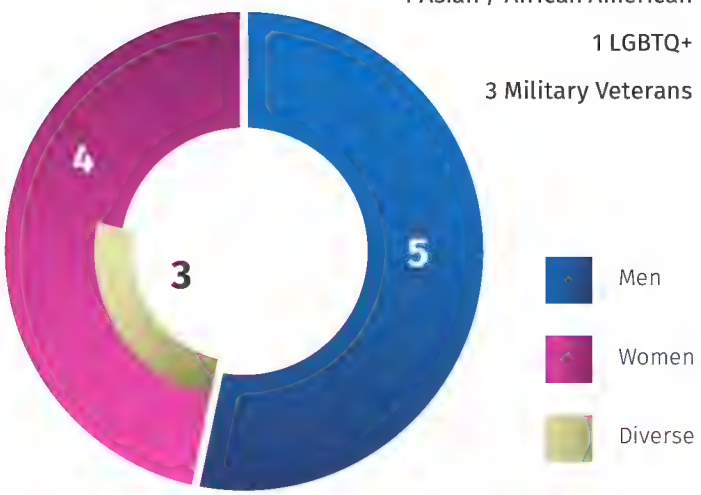
Director Self-Identification

1 White / Hispanic

1 Asian / African American

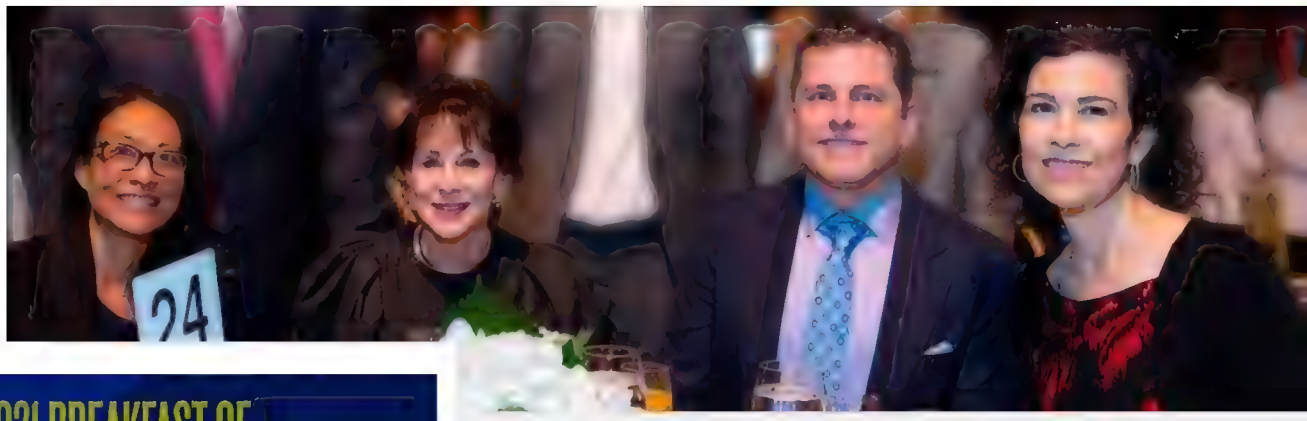
1 LGBTQ+

3 Military Veterans



The Right Mix of Skills, Experience and Diverse Perspectives

Industry Knowledge (Gaming, Hospitality, Media) · Technology & Digital · Sales & Marketing · Strategic Planning / M&A
Financial (Capital Markets, Accounting & Tax) · HR / Talent Management · Risk Management



From left to right: Harper Ko, EVP, Chief Legal Officer and Secretary, and Board Members Barbara Shattuck Kohn, David Handler and Marla Kaplowitz.

With female members comprising 44% of our Corporate Board of Directors, Penn National Gaming was a proud honoree on November 10 at the Women's Forum of New York's Annual Breakfast of Champions for "Leading the Way to Gender Balance on Corporate Boards."

The Forum of Executive Women

Penn National was also recognized as a "Champion of Board Diversity" by The Forum of Executive Women, the Greater Philadelphia Region's premier women's organization, which annually honors the top public companies in the Philadelphia region with 30% or more women on their respective boards.

Supporting our Heroes

Honoring and supporting our nation's heroes is one of our Company's top priorities, which extends to our recruitment efforts, team member recognition and ongoing charitable and community support. Here are some of the ways we're giving back to those who proudly serve our country:

We're proud to participate in the U.S. Chamber of Commerce Foundation's "Hiring our Heroes" initiative, which connects veterans, service members and military spouses with meaningful employment opportunities. We are committed to hiring full-time team members through this program to further unite the military community with our Company in order to create economic opportunity and a stronger, more diverse workforce.

We are an employer partner with Military Spouses Employment Partnership ("MSEP") and the Army's PaYS Program (Partnership for Youth Success). These organizations are focused on helping veterans, active-duty military and their families discover new career paths.

In conjunction with this year's Army vs. Navy college football game, Barstool Sportsbook ran a special "Viva La Troops" promotion whereby for all those who made a first-time deposit on the Barstool Sportsbook of at least $100 and wagered it on any game during the week, Barstool Sportsbook matched the $100 with a donation to the Fisher House Foundation and Semper Fi & America's Fund. We ended up raising $200,000 for these two prominent veterans organizations.

This year, we launched the "Harold Cramer Memorial Scholarship" program at the University of Pennsylvania Carey Law School in honor of our long-serving Board member who passed away in 2017. Mr. Cramer attended the Judge Advocate General's School before becoming chief prosecutor for the Eighth Army in Korea. This scholarship program is a multiyear commitment to provide financial assistance to veterans pursuing a law degree at UPENN.

We're a proud donor to the Concussion Legacy Foundation, whose mission is to support athletes, veterans and all affected by concussions and CTE and to end CTE through prevention and research.

In the wake of our country's withdrawal from Afghanistan, we provided support to the "No One Left Behind" Foundation to help Afghan special immigration visa recipients with food, housing, clothing and a no interest loan program which helps immigrant families become self-sufficient. One of our Fellows from the "Hiring our Heroes" program volunteered at Fort Pickett to help some of these 6,000 temporary refugees learn new job search skills to help acclimate to life in America.

myheroes Program

In celebration of Armed Forces Day on May 15, 2021, we announced the launch of our my**heroes** program. A fully-integrated extension of our my**choice®** rewards loyalty program, my**heroes** provides active-duty military, veterans, first responders and their chosen companion access to exclusive discounts and offers at each of our 44 properties in 20 states. The my**heroes** program was the brainchild of Tosh Anderson, Director of Marketing at Hollywood Gaming at Dayton Raceway, and William Zeralsky, Vice President of Marketing Strategy at our Las Vegas Service Center. Tosh proudly served in the United States Army, and William has a brother currently serving in the Navy. Tremendous thought has been given to the development of this program to ensure it is both truly meaningful and best-in-class for the heroes in our communities.

On February 28, 2022 we proudly reached 100,000 Heroes enrolled in this program. To celebrate that milestone, our properties across the country collectively donated $100,000 to local veterans organizations and first responder support groups in their communities.

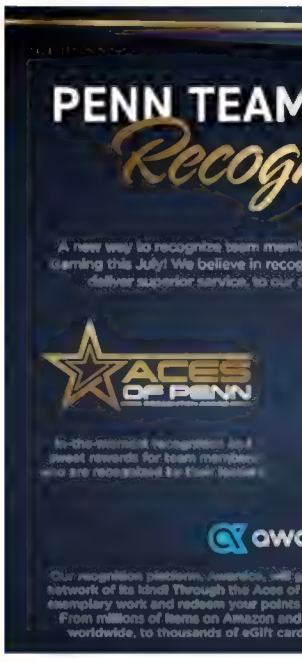
Being Part of the Penn Family

Whether prospective team members prefer being at the center of it all or working behind the scenes, there's a role for everyone at Penn National Gaming. We are a growing company, but as big as we are, we still feel like family. Our company-wide commitment to making sure our guests smile as much as we do means our team members will enjoy a fun working environment anywhere within the organization.

Penn is proud to be an equal opportunity workplace that embraces diversity and inclusion. We are committed to equal employment opportunity regardless of race, color, religion, sex, national origin or ancestry, sexual orientation, age, citizenship, marital status, disability, gender identity or expression, veteran status or any other characteristic protected by federal, state or local laws.

We offer wellness programs that are focused on investing in wellbeing to empower our team members to thrive wherever they are - at home, at work, or in our communities. Through a fun and personalized approach, we provide the opportunities and support necessary for each team member to be more confident, educated, and engaged in their wellbeing journey, through initiatives that:

- Build a wellbeing community that engages team members at the local level and shares best practices and resources across all properties.
- Build awareness of and engagement into the wellbeing resources that team members have access to.
- Provide personalized resources that meet our team members where they are in their wellbeing journey.
- Ensure a world-class work experience where our team members can succeed personally and professionally.



Our benefit programs promote good health and financial security, providing a variety of offerings that promote opportunities for rest, relaxation, medical care and personal pursuits and include the following:

- Paid Time Off
- 401K
- Medical, Dental, Vision
- Wellness Credits
- Short and Long-term Disability
- Life Insurance/AD&D
- Health Savings Account/Flexible Spending Account
- Tuition Reimbursement
- Legal Services & Identity Theft Protection
- Employee Assistance Program
- Hospital Indemnity & Critical Illness
- Discounts at our Hotels, Barstool Sports Merchandise & other retailers
- Diversity Scholarship Program

Penn was once again named an Employer of First Choice in the Bristol Associates-Spectrum Gaming's Annual Casino Gaming Executive Satisfaction Survey. This annual survey provides insight on gaming executives' attitudes and preferences towards their workplace and the industry at large.

PENN HAS RANKED IN THE TOP 2 AS EMPLOYER OF CHOICE EVERY YEAR SINCE 2012.

Penn Interactive claimed the title of **2021 TOP EMPLOYER** of Choice out of 28 companies in the iGaming and Mobile Sports Betting category.

Investing in our Communities

The Penn National Gaming Foundation, a 501(c)(3) not-for-profit organization, was launched in 2005 in the wake of Hurricane Katrina to assist the nearly 2,000 of our team members in Mississippi and Louisiana who were impacted by one of the most devastating storms in our nation's history. Today, the Penn National Gaming Foundation focuses its efforts on supporting charities within our corporate regions, which includes Wyomissing, Pennsylvania and our Las Vegas Service Center, as well as supplementing the significant contributions our properties separately make in their communities.

When not addressing a public health crisis or responding to a natural disaster, the Foundation generally focuses on the following key areas of need: community development, human services, cultural affairs and diversity, programs that provide services to veterans, active members of the military and their families, and health and medical-related programs.

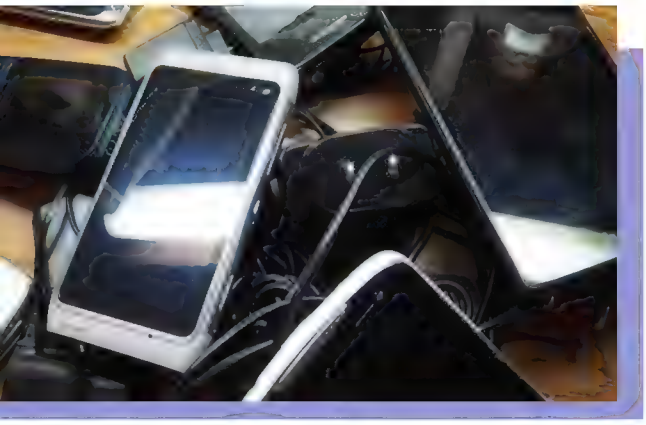
Last year, in our ongoing response to the COVID-19 pandemic, Penn National distributed more than $1.2 million in relief grants to its team members from its COVID-19 Emergency Relief Fund. In total, Penn National contributed more than $7 million in 2021 to help fund COVID-19 and Hurricane Laura relief efforts, in addition to supporting worthwhile charities and civic organizations in the communities in which we operate -- which is more than double what we donated in 2019. In addition, our properties generated more than $20 million in economic development funds in 2021 for our host communities in Indiana, Iowa, and Kansas.

Our properties were proud to serve as COVID-19 vaccine and test centers and to support our local health care providers and first responders in each of our states. We're also continuing to host food drives and blood banks and contribute thousands of hours of volunteer time with local charitable and relief organizations.

Penn National's properties are helping to fight the scourge of human trafficking in this country. As a member of the American Gaming Association's Anti-Human Trafficking Task Force, we are working with the industry on best practices for education and awareness. We have also worked with local experts in our jurisdictions to provide training programs for our team members.

STOP HUMAN TRAFFICKING

In addition, we're continuing to support Metanoia Manor, a one-of-a kind refuge for adolescent victims of human trafficking. Metanoia's shelter near Baton Rouge, Louisiana can house nearly two dozen children, each with a private room and bath. Staffed by professionals that include physicians, nurses, social workers, educators and others, Metanoia seeks to rehabilitate the children until they are ready to return safely into society. In addition, we're continuing to host law enforcement summits at our Lake Charles, Louisiana facility for officials from Texas, Louisiana, Arkansas and Mississippi to share best practices and discuss potential new legislation to help fight human trafficking.



Many of Penn's properties donate unclaimed cell phones found at our casinos or outdated devices from team members to the 911 Cell Phone Bank. Since 2004, this organization has provided more than 150,000 devices to vulnerable and needy residents in communities nationwide – all at no cost.

Over the years, 911 Cell Phone Bank has given emergency cell phones to victims of abuse or human trafficking, in addition to providing tablets to women's shelters, laptops to law enforcement and smartphones to teachers for use in high school app development courses. Donating these phones and tablets also has an added environmental benefit.

CEO and President Jay Snowden is a member of the American Cancer Society's CEO's Against Cancer. This program is the premier partnership of world leading CEOs dedicated to eliminating unnecessary deaths and suffering from cancer nationally and globally in the 21st century. ACS' vision is to leverage the collective knowledge, power and resources of the American Cancer Society and business community to turn the tide of this epidemic and chart a path to a world with less cancer for people everywhere. For the past eight years, Penn has been a premier sponsor of the Pennsylvania Chapter of CEOs Against Cancer's annual "Advancing the Breakthrough" Fundraising Gala. Through Penn National Gaming's support, 14 research grants have been funded with two grants specifically focused on health equity: Disparities in Recurrence for Breast, Lung, and Colorectal Cancer Patients at Dana Farber Cancer Institute and Leveraging Primary Care Social Networks to Reduce Inequities in Cancer Risk at University of Pennsylvania.

American Cancer Society® CEOs AGAINST CANCER

American Heart Association®

Go Red for women®

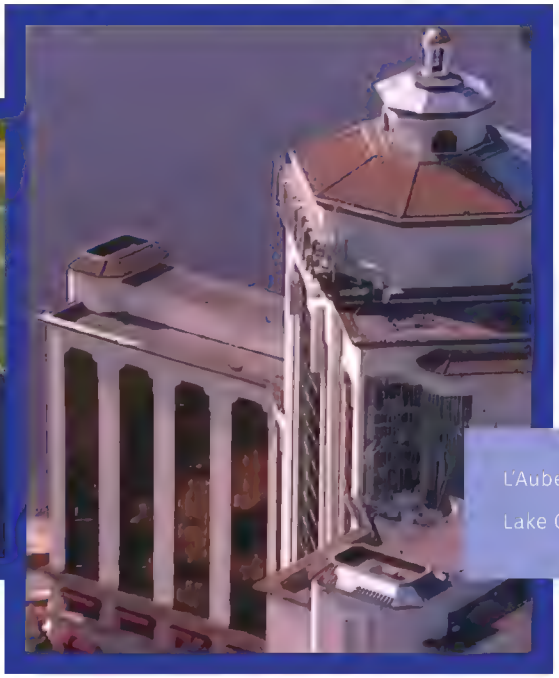
Penn National Gaming team members celebrated the American Heart Association's signature women's initiative, **Go Red for Women** on February 4. Team members wore red to bring awareness to Heart Health and to encourage women to take charge of their own health and wellness. Red Dress lapel pins were available to uniformed team members at participating properties so they too could encourage others to get moving and on track to a healthier tomorrow.

Throughout February, which is also American Heart Association's **Heart Health Month**, participating properties will share weekly heart health facts and risks of heart disease, stroke and cardiovascular disease. Knowing the facts and your heart health numbers could save your life—you can't manage what you don't measure.

Delivering in Times of Crisis

The Penn National Gaming Foundation has supported disaster relief efforts since 2005. In 2020, the Foundation made a $2.5 million contribution to relief efforts following Hurricane Laura, along with $6 million in full wages and benefits for team members while our L'Auberge Casino Resort in Lake Charles, Louisiana was closed.

In 2021, Hurricane Ida, which was one of the strongest storms to ever strike the United States, made landfall 16 years to the day Hurricane Katrina struck. The response from our team members across the country in the aftermath once again demonstrated the compassion and dedication our Penn family has for one another. With limited supplies available in New Orleans, and basic utilities completely disabled, our sister properties helped to provide temporary housing and much needed provisions to our properties in New Orleans and Lake Charles. In addition, the Penn National Gaming Foundation established the "Hurricane Ida Emergency Relief Fund" for team members to apply for financial assistance for immediate needs, such as food, clothing and shelter.



L'Auberge Casino Resort
Lake Charles, Louisiana

BARSTOOL FUND

Penn has contributed over $4.6 million to the Barstool Fund to support small businesses impacted by COVID-19. More than $41 million has been raised by Barstool Sports founder Dave Portnoy to provide ongoing support to more than 443 businesses and counting.

PENN NATIONAL GAMING GIVES BACK

Penn National Gaming is committed to being a good corporate citizen in each of the communities where we operate. We are proud to share some of the outreach events that happened at our properties.

1st Jackpot & Hollywood Tunica

1st Jackpot Tunica and Hollywood Tunica were the presenting sponsors in the Hernando Water Tower 10K Race in October. With more than 500 runners, proceeds from the race benefited Hernando Excel By 5's Dolly Parton Imagination Library with a goal to improve early childhood education by making sure kids have access to age-appropriate books. The event was a monumental success!

Hollywood Bangor

Hollywood Bangor raised more than $5,000 by highlighting the Bangor Humane Society in their monthly TITO Ticket Campaign on the gaming floor. The Bangor Humane Society is a nonprofit organization serving more than 200 communities in northern and eastern Maine since 1869, facilitating the human-animal bond by re-homing and rehabilitating homeless pets through adoption.

Hollywood Columbus

Hollywood Casino Columbus presented their long-time partners at the Ronald McDonald House Charities of Central Ohio with a donation for $50,000 as part of their expansion efforts. When complete, the house will nearly double in size, offering 80 additional guest rooms, and will once again claim the title of largest Ronald McDonald House in the world.

Hollywood Joliet

Hollywood Casino Joliet participated with some good old-fashioned fun during the Great American Big Wheel Race to benefit United Cerebral Palsy Center for Disability Services. The Great American Big Wheel Race is of the only adult big wheel races in the State of Illinois. Hollywood sponsored the team and contributed $2,325 to the race.

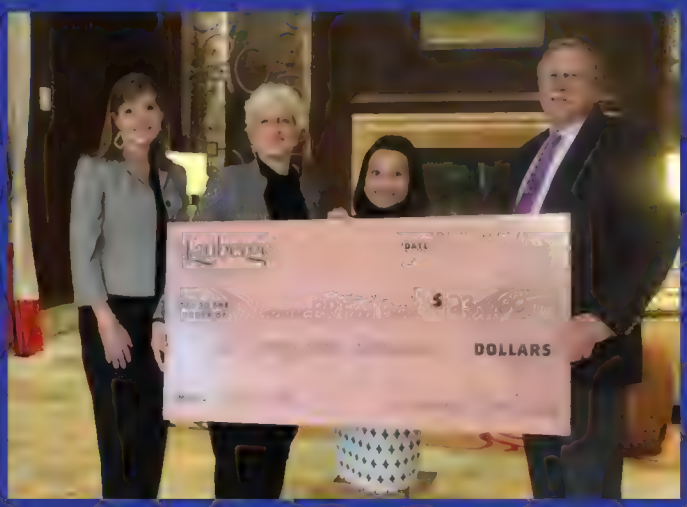
Margaritaville

Maragaritaville and famous Louisiana artist, Chris Opp, unveiled a repainted large mural on the side of the Maragritaville building. The muralist is known for making large murals all around town. In addition, Chris orchestrated a charitable donation along with Margaritaville to help financially support the Bossier City Fire Department, the Bossier Arts Council and the American Cancer Society.

Hollywood Toledo

Hollywood team members “owned the road” recently during their Adopt-A-Highway support in helping to control litter and keep the state’s highways beautiful for the community and residents of Ohio. Hollywood is proud to support a program that promotes pride and local ownership.

PENN NATIONAL GAMING
GIVES BACK

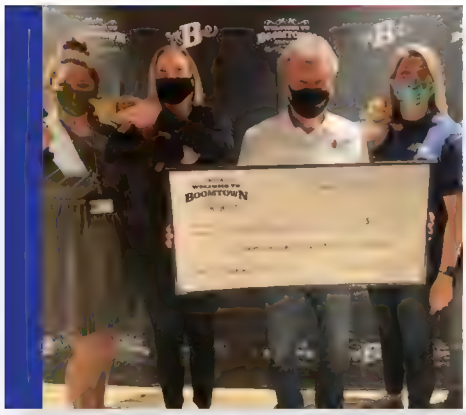


L'Auberge Baton Rouge

L'Auberge Baton Rouge presented Mike Manning, President & CEO of the Greater Baton Rouge Food Bank, with a charitable donation of $23,000. When L'Auberge Baton Rouge temporarily closed its doors in March 2020, Mike and the GBR Food Bank contacted the property to assist furloughed team members by distributing more than 800 boxes of fresh fruit and non-perishables. Upon re-opening its doors in May 2020, L'Auberge began allowing guests to cash in their winnings and donate to the Food Bank, and the property began donating from their earnings. It was the perfect opportunity to pay it forward!

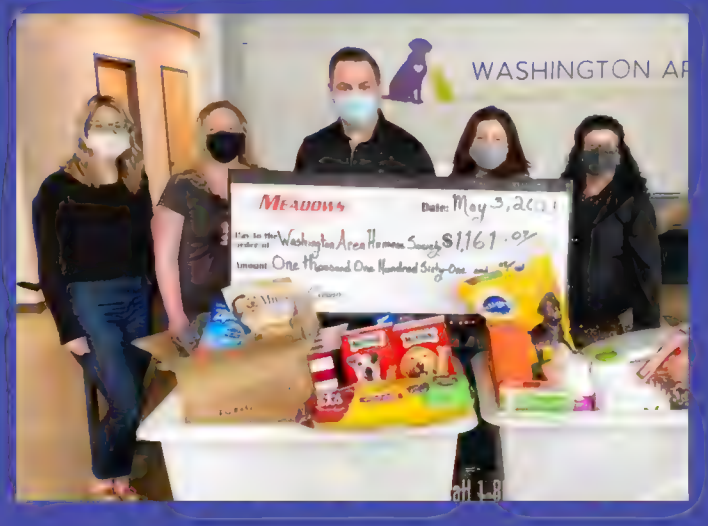
Ameristar East Chicago

Ameristar Casino Hotel East Chicago collected 49 coats during their winter coat drive! On January 4, 2021, they delivered the coats to "We Care From The Heart" Social Services. We Care From The Heart is a 501 C(3) organization founded for the purpose of providing services to individuals and families with particular focus on children, the elderly, disabled and the homeless.



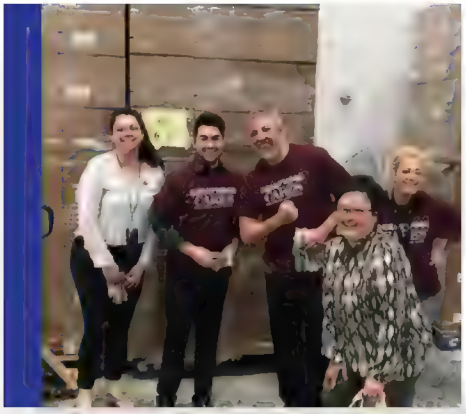
Boomtown New Orleans

Boomtown Casino New Orleans proudly donated $4,226 to help four-legged pets at the Jefferson SPCA. The Jefferson SPCA promotes animal welfare in Jefferson Parish. Their programs prevent and address animal cruelty and provide much-needed medical treatment, rescues, and ultimately adoptions for homeless pets. The support received from Boomtown New Orleans helps improve the lives of Louisiana's kindest and furriest residents.



Hollywood at The Meadows

Team members raised more than $1,000 for the Washington Area Humane Society and collected nearly $1,000 worth of pet items with their pet drive and Cutest Pet contest. The Washington Area Humane Society is a no-kill shelter, meaning they do not euthanize animals to make room for other animals. Donations help provide shelter, safety and food for the orphaned and abused animals of Washington County with the goal of placing them in loving homes. They take in on average 1,000 animals and investigate more than 300 abuse cases annually.

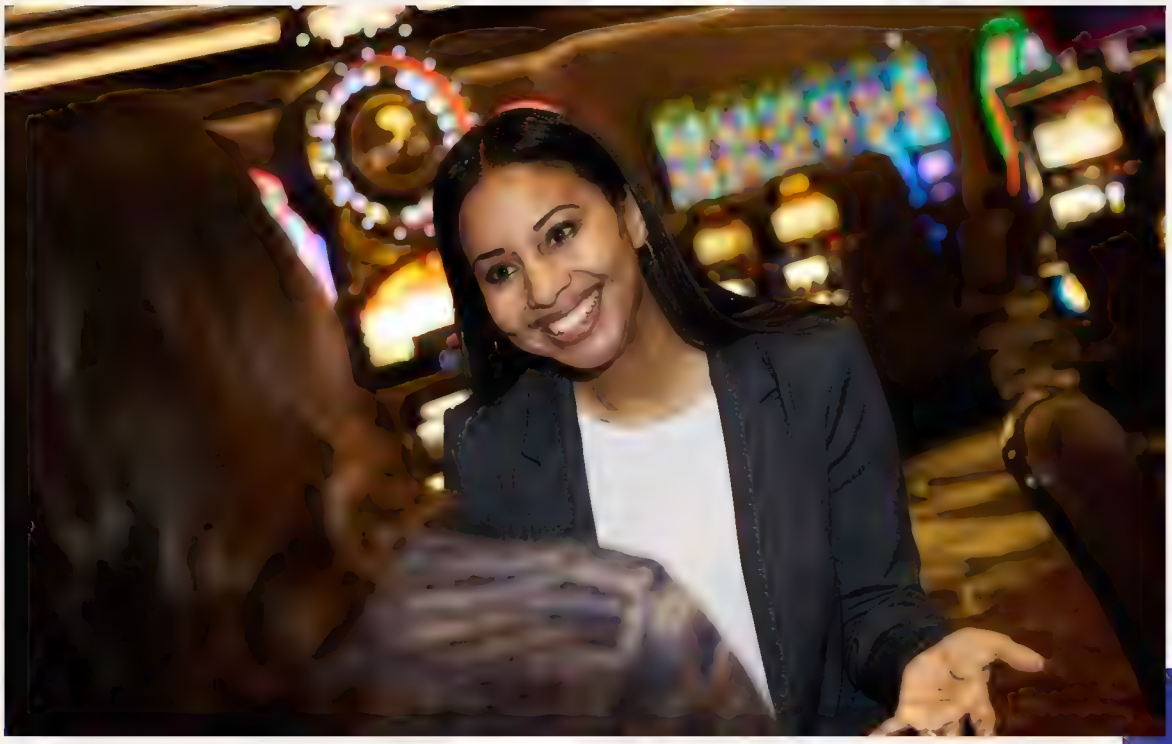


Hollywood Bangor

Hollywood Casino Bangor is a proud supporter of the Good Shepard Food Bank. Recently, Hollywood proudly donated $5,000 to help the largest hunger-relief organization in Maine. To help deliver the check in a COVID-friendly way, the property created a fun check-presentation.

River City St. Louis

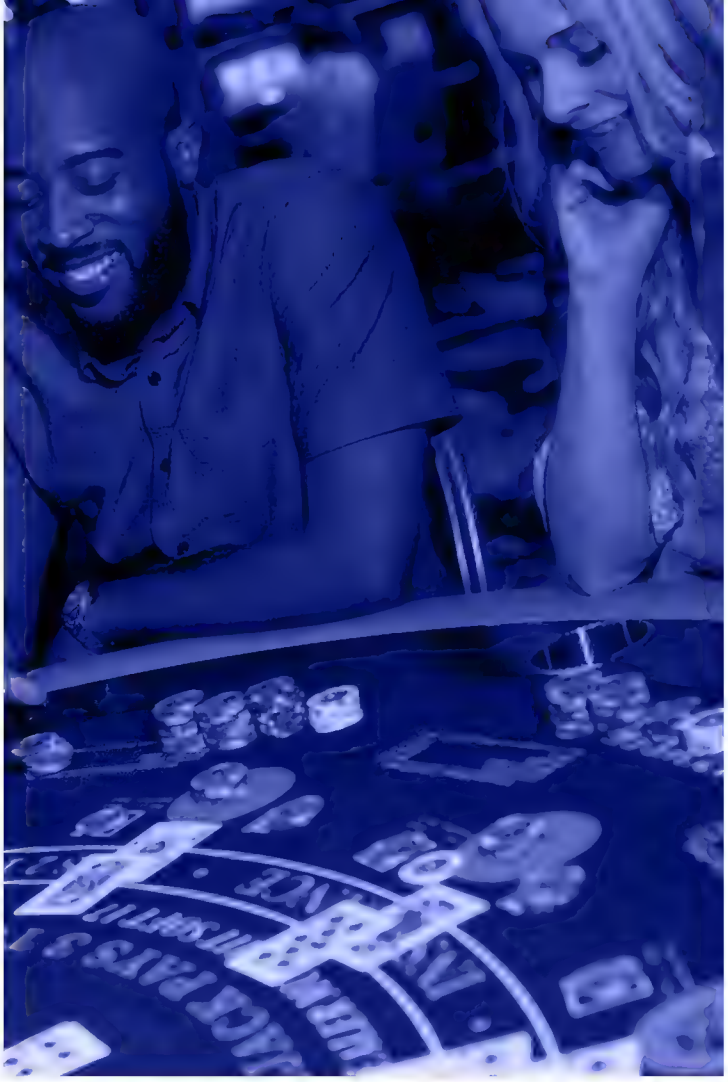
It was a pleasure for River City Casino & Hotel to surprise Feed My People and start the New Year right by giving back to their community. With help from guests through the Feed The Fountain campaign, vending machine proceeds, and donation boxes on the property, they were able to raise $7,658.90 for this worthwhile local charity. Additionally, their River City family contributed $1,000 to bring the total donation to $8,658.90!



Caring for our Guests

Responsible Gaming

Penn National recognizes that caring for our people and our communities includes caring for our valued guests and customers. In conjunction with our longstanding partnership with the International Center for Responsible Gaming ("ICRG"), our company has established a comprehensive framework to promote a culture of responsible gaming throughout our organization. Penn National maintains a Corporate Responsible Gaming Committee to oversee its responsible gaming programs and regularly consults with the ICRG and other partner responsible gaming organizations.



The Committee's goals include:

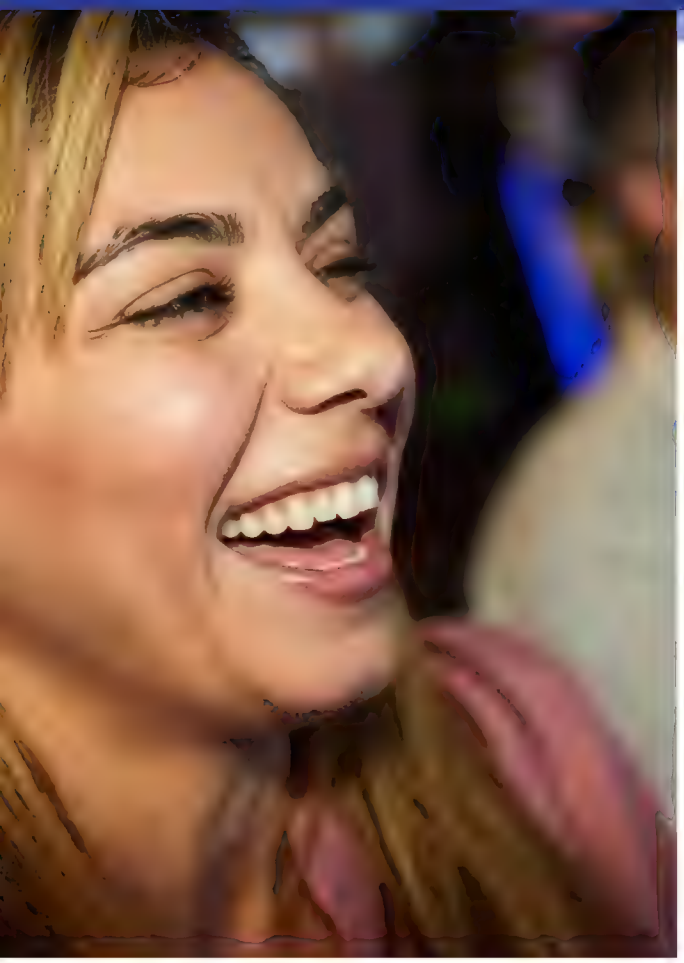
- Promoting a culture of responsible gaming.
- Establishing minimum responsible gaming related policies and procedures including the establishment of programs to allow patrons to self-exclude and set up financial restrictions and marketing restrictions.
- Overseeing ongoing reporting by property based Responsible Gaming Committees at each Penn National property.
  - More than 20,000 hours of training were provided to our team members last year.
- Preventing underage gambling and unattended minors in casinos.
- Serving alcoholic beverages responsibly.
- Advertising responsibly.
- Supporting and promoting research-based policies on responsible gaming.
- Providing ongoing oversight and review of compliance with all responsible gaming policies and programs.

This Committee meets quarterly and consists of senior Penn National executives, including our Executive Vice President of Operations, Chief Legal Officer, Chief Compliance Officer, and senior executives in Human Resources, Marketing, Internal Audit and the Senior Vice Presidents of Regional Operations.

The Penn National Corporate Responsible Gaming Committee has established a comprehensive Corporate Responsible Gaming Program ("Corporate RG Program") based on the American Gaming Association's ("AGA") Code of Conduct for Responsible Gaming to meet the goals described above that governs all of its casino facilities and online products.

As required by the Corporate RG Program, each individual Penn National property maintains a property Responsible Gaming Committee, chaired by the property general manager, that sets property responsible gaming standards in accordance with governing regulations, Corporate RG Program standards and AGA recommended practices, including the Code of Conduct. In addition, Penn National's internal audit department conducts regular responsible gaming audits at each property and its Interactive segment to ensure compliance with established responsible gaming standards.

In addition, to address our Interactive segment's customers, our Company has developed a robust responsible gaming online program, including internal controls for account registration. Part of a registrant's information is checked through a database of public records to confirm the individual's information and identity by a licensed Know-Your-Customer Provider.



Only upon verifying an identity is an individual allowed to deposit into their sports betting or online casino account and wager when physically located in a legally approved jurisdiction. There is no anonymous gaming on our online gaming offerings. Penn National goes above and beyond to ensure that registrants are not part of Penn National's database of excluded patrons.

At registration, each registrant's name and date of birth is checked against that database. Penn National voluntarily employs an "exclude one, exclude all" policy, meaning that any individual excluded at any Penn National property is not allowed to gamble at sister properties or register for our online gaming products. Further, the Company will block any individual's account if the individual subsequently places themselves on a respective jurisdiction's voluntary exclusion list or is placed on an involuntary exclusion list by a jurisdiction. Penn National performs daily checks of its online players list to ensure that no excluded individual is allowed to participate in our online gaming products.

Beyond its gatekeeping measures, Company online operations provide customers with a number of services to promote responsible gaming. Primarily, the online applications ("app") provide a number of resources and literature to players in its "Responsible Gaming and Patron Protection" and "Limits" sections. Players can set various responsible gaming limits in an effort to gamble responsibly and stay within their budget. This includes deposit, single wager and total wager (daily, weekly or monthly) limits. Our online offerings further provide the option of setting time limits or "cool offs", which prevent players from logging into their account for select periods of time, or players can set a "check-in" alert that will notify a player when they have been active on the app for a certain amount of time.

To further promote responsible gaming, Barstool Sportsbook & Casino offers a unique withdrawal limit which allows a patron to set a limit wherein they cannot reverse a withdrawal of funds from the sportsbook to their personal account, to prevent a vulnerable player from changing their mind about wanting to withdraw funds from the app. Patrons also receive emails reminding them about the responsible gaming limits available to them.

Further, consistent with Penn National's integrated approach, Penn National and Barstool Sports are creating a cohesive, consistent message regarding responsible gaming across its interactive products, including the Barstool Sportsbook and Casino.

When the Barstool Sportsbook launched, it did so alongside an authentic public service announcement from Barstool Sports founder Dave Portnoy and lead talent Dan "Big Cat" Katz, reminding their audience that "if you have a problem, call 1-800-GAMBLER". That PSA has surpassed 1 million views to-date. Moreover, Penn National and Barstool Sports launched Barstool Sportsbook responsible gaming platforms on Twitter, Facebook and Instagram, providing dedicated platforms with the sole goal of delivering meaningful responsible gaming messaging under the Barstool brand.

Penn National and Barstool Sports incorporate the traditional, industry standard responsible gaming message in its gaming content, focusing on the 1-800-GAMBLER hotline number to provide its audience with the industry leading, easily recalled, and nationally available avenue of support if in need. The app provides this number, or an alternative number where required by a jurisdiction, at several customer interaction points, from the account section, to the customer's bet slip, to an inactivity timeout. As bet slip provides the hotline number, any time a customer shares their bet slip with friends or on social media, that customer is joining our responsible gaming effort by sharing the 1-800-GAMBLER resource.

In addition, Barstool incorporates this messaging in its day-to-day content. For example, the nation's leading sports podcast, Barstool's "Pardon My Take", often reminds its multi-million-person audience that gambling should always be viewed as a form of entertainment. In Big Cat's own words, "Gambling should be for entertainment. 1-800-GAMBLER if you have a problem....this...should be fun, entertainment. Don't bet more than you can afford."

Beyond merely words, Barstool transparently tracks and discloses gambling picks and results. A constant part of Barstool content is personalities admitting their lack of expertise and discussion of gaming losses. Barstool routinely shares daily win/loss records in shows, podcasts and on social media. As Big Cat has said, "I'm still a bad gambler. Maybe I should put this into my Twitter bio. Don't follow my picks expecting to win. I lose. I am a lifelong loser. A Loser with a capital 'L'."

Responsible gaming is also at the core of theScore Bet's operations, and it endeavors to educate and provide its users with comprehensive and meaningful responsible gaming resources and tools. To that end, theScore proudly supports organizations that play a critical role in educating all stakeholders in the online gaming industry, including regulators, operators and players. theScore supported the following national and international organizations in 2021:

- **National Council on Problem Gambling (NCPG)** Renewed theScore Bet's platinum membership with NCPG, a leading organization for people and their families who are affected by problem gambling and gambling addiction.
- **Responsible Gambling Council (RGC)** Served as a Gold Sponsor of RGC's Discovery 2021 event, an important conference that brings together industry leaders to spark positive change in responsible gambling.

In addition, theScore continued its support for local institutions with a donation to the International Centre for Youth Gambling Problems and High-Risk Behaviors at McGill University (Montreal). The Centre has been at the forefront of leading-edge research aimed at identifying and understanding the critical factors related to youth gambling issues.

Further, theScore completed and achieved "RG Check iGaming Accreditation" for theScore Bet from the Responsible Gambling Council in Canada. RG Check is one of the world's most comprehensive and rigorous responsible gaming accreditation programs.

In addition to these efforts, Penn National is proud to be part of an important initiative to educate sports bettors on responsible wagering. The American Gaming Association created *Have A Game Plan* to teach consumers the fundamentals of responsible sports betting as legal wagering options expand across the U.S. The initiative focuses on four key tenets of responsible gaming: setting a budget and sticking to it, keeping betting social, knowing the odds, and playing with trusted, regulated operators. Penn National Gaming promotes *Have A Game Plan* responsible sports betting content on its Barstool Sportsbook digital platforms and social media accounts, as well as in all sportsbook locations.

Penn National, Barstool and theScore Bet are improving the way we talk about responsible gaming to engage our entire audience in a meaningful way and will continue to focus on the well-being of our customers.

Ensuring Data Privacy and Cyber Security

Information privacy and security are more than just getting the right hardware or software deployed. It's an overall approach to how we conduct business. The privacy and protection of our guests and team members is paramount to our success as a company. Penn is constantly looking at ways to enhance our security programs and help our teams give the highest level of customer satisfaction possible.

Some of the ways we make sure we remain focused on security include:

01. Detection and Response

Using our defense in depth approach to security we've deployed multiple security tools and are pulling all security logs together so we can quickly recognize and respond to threats.

02. Security Awareness

Everyone at Penn thinks about security. We conduct regular phishing simulations to help raise awareness of the changing techniques used by bad actors, as well as annual security awareness training.

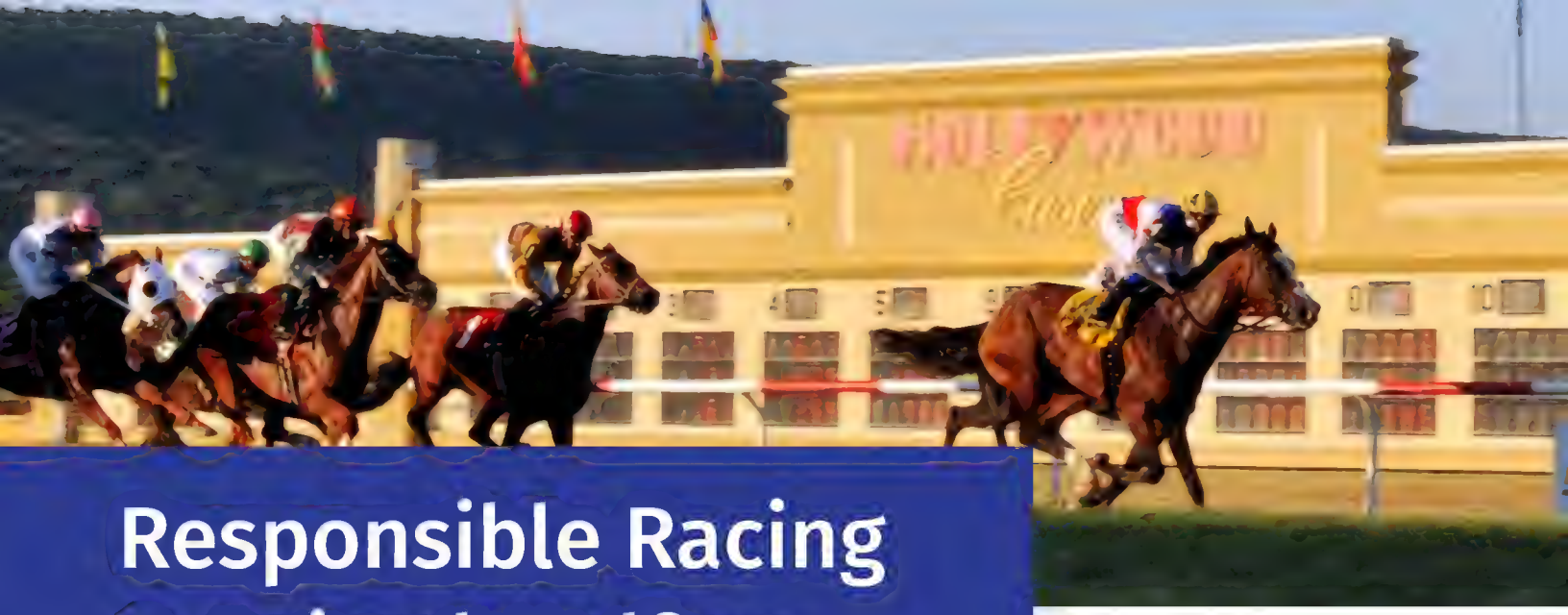
We conduct monthly internal vulnerability scans and regular phishing simulations to help raise awareness of the changing techniques used by bad actors, as well as annual security awareness training. We also perform annual penetration tests in compliance with state gaming regulations. In addition, we provide exhaustive PCI compliance training for everyone with access to a payment terminal.

03. Executive Engagement

We have an executive cyber committee that meets monthly to review the current state of security across Penn. Security updates are also given to our Board of Directors each quarter.

04. External Partnerships

We don't stop with our own people. We engage with trusted third parties and work with our security business partners to receive threat intelligence on new and emerging threats that could impact Penn.



Responsible Racing & Animal Welfare

As the nation's largest parimutuel racing operator, the health and safety of the equine participants at all Penn National Gaming racing properties is of paramount importance to our company.

Through Penn National's Horse Racing Guide, a code of conduct has been established for all racing participants and employees to help ensure those who are entrusted with the ownership and ongoing care of any horses at our racetracks will take all reasonable actions to treat their animals with dignity and respect. Animal welfare is prominently addressed in the Guide with sanctions and/or penalties for individuals in the event those entrusted with the care of animals participating in racing at our facilities engage in actions detrimental or not in the best interests of the horses.

Penn National and its racing properties were among the first racetracks in North America to institute prohibitions on the practice of shipping and the sale of horses for slaughter and most recently, prohibiting the shipment of horses by cargo ship. Racing participants found to violate these guidelines are held accountable for their actions which can result in a loss of stabling and racing privileges at all Penn National Gaming racing properties.

For those horses whose racing careers have ended, Penn National Gaming's racing facilities work with and support local, regional and national horse retirement and retraining programs to assist in the retraining and transitioning of race horses to a "second act" in their careers.

Caring for our Planet

At Penn National Gaming, we are committed to safeguarding our natural resources and helping to protect the environment as part of our daily operations. Our commitment to compliance, conservation, communication, and continuous improvement fosters a culture of environmental excellence throughout our organization.

In recognition that access to abundant, clean water is a critical need for the communities and ecosystems in which we operate, we pledge to minimize our water usage wherever possible and engage with our customers, suppliers, communities and other relevant stakeholders on our environmental impacts and ongoing opportunities for improvement.

Highlights from our 2021 environmental protection efforts include:

- **We continued to focus on adding electric vehicle (EV) charging stations at our properties.** Currently, 25% of our properties have EV charging stations, with an additional 34% planning to add EV charging stations in the next 12 months.
- **We continue forward in our efforts to reduce or eliminate plastic waste,** with 75% of our properties with hotels now utilizing bulk amenity dispensers for shampoo, conditioner & body wash. In 2021, we managed to eliminate 7 tons of plastic from our hotels.
- **Our two newest casinos we opened** in York and Morgantown, Pennsylvania this year feature new energy efficiency measures, including EV charging stations, AER-DEC(r) integrated sinks, LED lighting, water-conserving toilets, HVAC efficiency improvements and water bottle refilling stations.
- **Energy efficiency updates continue at all 23 of our hotel properties.** Eighty percent of our properties have already completed an energy efficient lighting upgrade. Additionally, 35% of our hotels utilize smart thermostats that auto-adjust hotel room temperatures based on occupancy status.
- **Following severe damage to our Gulf Coast properties** from several hurricanes this year, we are using insurance proceeds to rebuild with a focus on helping to protect from future impacts from ongoing climate change.
- **Reduced annual Kwh consumption by 10%**, equaling 45,000 tons of greenhouse gas elimination.
- **Prioritizing sustainable food production and supply chains** through fair trade, hormone-free and reduced-antibiotic F&B procurement.
- **We launched our "3Cs" technology** which provides for a cardless, cashless, contactless "my**wallet**" experience at nine casinos in Ohio, Michigan and Pennsylvania and we plan to implement at 20 other properties throughout this year, pending regulatory approvals. This will allow us to greatly reduce the amount of plastic used for our customer loyalty program cards.
- **In 2022, we'll be exploring Xeriscape installation,** a landscaping design that uses low-water-use or drought-tolerant plants that require little to no supplemental irrigation.

- **Thirty of our properties have shifted marketing communication campaigns** from direct mail to e-mail and our goal is to continue to work towards the elimination of direct mail by 2025.
- **Other recycling efforts implemented by our casinos include** electronics, scrap metal, battery, toner and pallets. Our race tracks also recycle straw, sand and manure.
- **We are working to reduce plastic water bottle consumption.** Approximately 30% of our properties have installed refillable water stations in their public areas or plan to do so in 2022.

Sustainable Food Production

Items that meet the specific criteria of each sustainability initiative below, as a percent of total purchases for that category.[1]

Reduced Antibiotic Chicken 94%

Chicken produced without the routine use of human antibiotics.
1,533,301 lbs

Sustainable Seafood[2] 86%

Seafood from sustainable sources (Seafood Watch Criteria)
107,863 lbs

rBGH Free Yogurt 93%

Free of artificial growth hormones
41,199 lbs

rBGH Free Milk 100%

Fluid milk free of artificial growth hormones
14,116 gallons

Reduced Antibiotic Turkey 58%

Turkey produced without the routine use of human anitbiotics
131,809 lbs

ECO / Fair Trade Coffee 22%

ECO / Fair Trade certified coffee
3,472 lbs

1. Data is provided by the Company's primary food distributor partners and may not include data from locally sourced procurement.
2. Calculations are based on items where the source has been identified as sustainable or not sustainable per the Seafood Watch ("SFW") criteria.

Landfill Diversion

Our goal is to continue to work towards the elimination of direct mail by 2025.

Total Tons Recycled in 2021	707
Gallons of Water Saved	1.96MM
Number of Mature Trees Saved	3,348
Plastic Saved Using Bulk Dispensers	7 TONS

We have 95 Frylow units installed in 19 properties which have reduced our overall oil consumption by approximately 35,000 gallons for 2021 – a 50% reduction.

Through our RTI waste oil recycling program, we recycled 65% of oil consumed in 2021, totaling over 500,000 lbs of oil and eliminating 22,278 plastic jugs. Ten new properties were onboarded to the program in 2021, for a total of 28 participating properties.

Ameristar Casino Resort & Spa
Black Hawk, Colorado

Penn National Gaming Casino and Hotel – Energy Efficiency Projects

ESG - KWH Reduction, Greenhouse Gas Emissions and Carbon Footprint Reduction Annually

Locations	Total KWH Annually - 2019 [1]	LED Lighting Retrofits and Total KWH Reduction	Annual Percentage of KWH Reduction	Greenhouse Gas Emissions Reduction (Tons) [2]	Equivalent from switching to LED from incandescent light bulbs [2]	Carbon Free Power Generation with Constellation Energy [3]
Charles Town	32,063,541	4,910,806	15%	3,827	131,905	
Aurora	10,873,000	1,555,303	14%	1,212	41,776	10,873,000
Grantville	25,368,000	1,053,204	4%	821	28,289	25,368,000
Tunica	15,054,000	2,350,355	16%	1,832	63,131	
Riverside	15,429,999	3,814,101	25%	2,973	102,447	
Joliet	17,819,000	3,041,119	17%	2,370	81,685	17,819,000
Dayton	8,705,000	508,560	6%	396	13,660	8,705,000
Tropicana	26,589,948	5,383,320	20%	4,196	144,597	
Zia Park	5,779,145	64,743	1%	51	1,739	
Columbus	19,404,000	2,174,040	11%	1,694	58,395	19,404,000
Youngstown	9,025,000	421,497	5%	329	11,321	9,025,000
Lawrenceburg	15,624,000	2,229,072	14%	1,737	59,873	
Kansas Speedway	17,652,900	1,510,210	9%	1,177	40,564	
1st Jackpot	6,894,000	727,032	11%	567	19,528	
Boomtown Biloxi	11,879,764	1,142,208	10%	890	30,680	
M Resort	26,023,496	1,719,828	7%	1,340	46,195	
Plainridge	9,812,000	1,459,476	15%	1,137	39,202	9,812,000
L'Auberge Baton Rouge	24,435,629	1,130,776	5%	881	30,373	
Bay St. Louis	14,500,000	2,637,420	18%	2,051	70,680	14,500,000
St. Louis	27,926,410	1,242,445	4%	968	33,372	
Bangor	9,471,000	2,423,952	26%	1,889	65,108	9,471,000
Toledo	20,875,000	1,737,845	8%	1,354	46,679	20,875,000
Council Bluffs	17,936,825	1,043,700	6%	813	28,034	
Ameristar - East Chicago	23,696,400	2,376,590	10%	1,852	63,836	
L'Auberge Lake Charles	39,873,314	2,171,115	5%	1,692	58,316	
Boomtown New Orleans	14,687,859	1,142,892	8%	891	30,698	
Meadows	26,518,166	1,913,985	7%	1,356	51,409	
Greektown	41,779,560	900,635	2%	217	24,191	
Boomtown Bossier City	12,842,000	2,049,385	16%	1,452	55,046	
Margaritaville	15,936,600	1,823,544	11%	1,292	48,980	
Black Hawk	19,412,028	2,412,270	12%	1,880	64,794	
Total	**583,887,584**	**59,065,428**	**10%**	**45,137**	**1,586,503**	**145,852,000**

Notes:

1. Consumption data provided for FY2019 due to COVID-related property closures and reduced hours of operation in 2020 and 2021.
2. Information from the EPA website listed below:
   Greenhouse Gas Equivalencies Calculator | Energy and the Environment | US EPA
   https://www.epa.gov/greenhouse-gas-equivalencies-calculator
3. Completely Carbon Free Power Generation

Governance

Penn's commitment to corporate governance is integral to our business and reflects not only regulatory requirements, NASDAQ Rules and broadly recognized governance practices, but also effective leadership and oversight by our senior management team and Board of Directors. To maximize shareholder value, the Board strives to maintain a governance environment where (i) entrepreneurship and prudent risk taking are encouraged, with a focus on both long- and short-term value creation, (ii) shareholder perspectives are understood and long-term relationships with shareholders are fostered through frequent, candid and comprehensive engagement with and disclosure to the Company's shareholders and the investment community, (iii) integrity and accountability are integrated into the Company's management philosophy and operations, and (iv) the Company is able to attract, develop and retain industry-leading executive talent to manage the Company's increasingly complex operations.

The Board regularly evaluates the governance environment to enable the Company to respond appropriately to changes, practices and market conditions, as well as suggestions from shareholders and other stakeholders, all in a manner that we believe will continue the Company's long-term record of increasing shareholder value.

Penn's Board of Directors and its Committees take an active role in the oversight of risks that have the potential to significantly impact the Company (including, among other things, competition, including new forms of competition, gaming legislation, regulatory matters, legal issues, cyber security, capital allocation, macroeconomic issues, capital markets, succession, executive compensation and financial statements) and the management team is charged with managing those risks.

The Company also has a well-established Cyber Security Committee comprised of senior management from different departments within the Company. Our Chief Information Officer serves as the chair of the Cyber Security Committee and provides regular quarterly reports to the Board on cyber security matters, and, in the event the Company experiences any material cyber events, engages with our Audit Committee and the Board directly in accordance with our Cyber Incident Response Policy.

The Nominating and Corporate Governance Committee of the Board is responsible for overseeing the Company's practices relating to corporate social responsibility, including ESG programs and reporting for environmental and sustainability initiatives, social responsibility to communities, the Company's culture, talent strategy, and diversity, equity, and inclusion initiatives, and receives regular reports from the chair of the Company's ESG Committee.

Governance Features

Designed to promote long-term value creation, transparency and accountability to our shareholders

- One Class of Common Stock with Equal Voting Rights
- Independent Non-Executive Chair
- Entirely Independent Committees
- Systemic Risk Oversight by Board and Committees
- A Clawback Policy for Both Cash and Equity Incentives
- Robust Stock Ownership Requirements for Directors and Officers
- Robust Anti-Hedging, Anti-Short Sale and Anti-Pledging Policies

A Culture of Compliance

Penn National Gaming's compliance function is overseen by the Compliance Committee of its Board of Directors. The Committee is chaired by an outside consultant who has extensive gaming regulatory and compliance experience. The three other members of the Committee are independent directors of the Company. The functions and responsibility of the Corporate Compliance Committee are governed by the Gaming Compliance Review and Reporting Plan of Penn National Gaming, Inc.

The Corporate Compliance Committee meets quarterly at a minimum and as necessary as important compliance matters arise. Among other responsibilities, the Compliance Committee reviews and oversees the following:

- The onboarding of significant vendors and status of new developments;
- Personnel changes related to directors, executive officers, and key gaming employees;
- Review of political contributions and lobbying expenditures;
- Review of any material transactions;
- Review of material litigation;
- Updates on responsible gaming and Bank Secrecy Act (BSA)/Title 31 matters including IRS audit reports and trend analysis;
- Review and discussion of regulatory violations and associated fines and actions taken to mitigate future occurrences;
- Discussion of any significant complaints or allegations received through the Company's Ethics Hotline;
- Discussion of any alleged or actual instances of employee misconduct;
- Review of any owners of Company stock of 5% or more;
- Compliance related to new federal or state laws or regulations that significantly impact the Company's operations;
- General evaluation of regulatory risk and the maintenance of ethical and socially responsible operations across the entire company.

The Company's compliance function is overseen on a day-to-day basis by the Vice President, Chief Compliance Officer and a 41-person staff of other experienced gaming compliance professionals with diverse backgrounds including casino operations, law and finance. The Chief Compliance Officer reports to the Compliance Committee and regularly consults with its members on significant matters.

The compliance function is further supported by a designated property compliance officer as well as associated staff located at each Penn operating property and at Penn Interactive. Each property compliance officer reports up to the Chief Compliance Officer on compliance related matters. There are over 100 professionals serving in property compliance related functions throughout the company.

Besides overseeing state gaming compliance matters, the Penn compliance staff also works to ensure compliance with the US Bank Secrecy Act (BSA) and anti-money laundering (AML) regulations. In 2021, more than 16,000 team members company-wide completed more than 20,000 hours of AML training programs. In 2022, the Company is making an investment of $2.4 million for a company-wide upgrade of its BSA monitoring and reporting software.

Members of the Penn Compliance Committee

Thomas Auriemma Outside Consultant (Committee Chair)

Vimla Black-Gupta Member of the Penn Board of Directors

Jane Scaccetti Member of the Penn Board of Directors

Ron Naples Member of the Penn Board of Directors

2021 Corporate Social Responsibility Report

PENN NATIONAL GAMING, INC.

BARSTOOL SPORTSBOOK

theScore

mychoice